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RNPA Proposal 11, Counter-Proposal, November 20, 2023 (Revised)

Section 11.6 - Educational Leave and Home Study Continuing Education Hours for Registered Nurses (page 58-59)

a) Each July 1 a credit of sixty (60) ~~forty (40)~~ hours per year shall be granted for educational leave for all full-time nurses. Educational leave will be accumulative to a maximum of ~~eighty (80)~~ one-hundred-twenty (120) hours. Educational leave for part-time nurses will be prorated. There shall be a three (3) month waiting period for all newly hired nurses. ~~hired after the execution of this contract. However, each nurse who uses any time earned between three (3) and six (6) months must sign a note which states that the nurse will authorize a deduction from the nurse's last paycheck for the time used if the nurse leaves County employment within one (1) year of the date of hire.~~

b) The individual nurse shall decide the educational program in which they shall participate. It is understood that all use of educational leave shall be principally related to nursing practices within the County.

c) Details in the written application for educational leave shall include but not be limited to the course, institute, workshops, classes, ~~or homestudy subjects,~~ hours, faculty, and purpose of taking the course, seminar, etc. The application shall be received by the Administration no less than ten (10) working days prior to the requested date of leave of absence. At least five (5) working days prior to the commencement of the leave of absence date, the Administration shall respond in writing to the nurse. When notification of a course is received less than ten (10) working days prior to the course date, Administration may consider approval.

d) Home Study Courses or Continuing Education:

1. Educational leave granted for home study courses or continuing education units shall not be counted toward the base pay period.
2. So long as the nurse has sufficient accrued educational leave, all home study courses and



continuing education hours certified by the BRN and accredited by the state of California for re-licensure shall qualify for education leave.

3. Education time for home study courses will be provided at the ration of one (1) hour per one (1) credit earned.
 4. Education hours for home study courses and continuing education hours shall be presented for payment by the RN within (6) six months from the date the hours were earned and paid per options outlined in bullet h.
- e) In all instances set forth above, the leave request shall be subject to approval by the Department. Such leaves shall not unduly interfere with staffing requirements for patients' care or duplicate comparable training offered by the Department. The Department agrees that it shall not unreasonably withhold approval.
- f) Proof of attendance may be requested by the Department. The nurse may be requested by the Department to report such activity in writing.
- g) Every effort shall be made to arrange scheduling for the individual nurse's use of educational leave time.
- h) If the educational leave falls on the nurse's day off, the nurse shall select one of the following:
1. The ~~day~~ hours will be charged to educational leave and the nurse will have a ~~day~~ the hours added to the nurse's Paid Time Off balance, or
 2. The ~~day~~ hours will be charged to educational leave and the nurse will be given ~~another day~~ an equivalent number of hours off during the pay period, or
 3. The hours will be paid directly to the RN.
 4. ~~Educational leave granted for homestudy courses shall not be counted toward the base period in calculation of overtime.~~



- i) Participation in the Registered Nurses Unit educational leave program shall not alter the RN's right to benefits included in the Professional Development Fund Section of this Agreement.
- j) The County shall provide three (3) courses approved by the Board of Registered Nursing for continuing educational credit, provided qualified instructors are available and interested. The County is under no obligation to hire additional instructors.
- ~~j) Educational leave for homestudy courses will be paid at the rate of one (1) hour for each contact hour completed. A copy of the certificate verifying successful completion is required for educational leave to be paid.~~